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VICTORIA GOVERNMENT GAZETTE

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No. 134]

FRIDAY, AUGUST 10.

[1934

Factories and Shops Act 1928 (No. 3677).

DETERMINATION OF THE WOOLLEN AND COTTON TRADE BOARD.

NOTE.—This Determination on the 8th August, 1934, applied to the whole of the State of Victoria.

IN accordance with the provisions of the *Factories and Shops Act 1928 (No. 3677)*, the Wages Board which since 1st December, 1931, has had the power to "determine the lowest prices or rates which may be paid to any person or persons or classes of persons employed in the trade of—

- (a) manufacturing woollen, worsted or cotton woven material or wool tops;
- (b) spinning textile yarns"—

has made the following Determination, namely:—

(1) That on the 8th August, 1934, the previous Determination of this Board shall be revoked and replaced by this Determination.

(2) APPRENTICES AND IMPROVERS.

WAGES PER WEEK OF 44 HOURS.

MALES.							FEMALES.						
Experience.	Commencing Age.						Experience.	Commencing Age.					
	15 years and under.	16	17	18	19	20		15 years and under.	16	17	18	19	20
1st six months	s. d. 13 6	s. d. 15 3	s. d. 17 6	s. d. 21 0	s. d. 25 9	s. d. 30 0	1st six months	s. d. 12 3	s. d. 12 9	s. d. 13 6	s. d. 15 3	s. d. 16 6	s. d. 18 0
2nd "	14 9	16 6	19 6	23 6	28 9	48 3	2nd "	12 9	14 0	15 3	16 6	18 0	27 3
3rd "	15 9	18 0	21 9	26 3	31 9	..	3rd "	14 6	16 0	17 6	19 0	20 6	..
4th "	17 6	20 6	24 6	30 0	48 9	..	4th "	16 0	17 6	19 0	20 6	28 0	..
5th "	18 9	22 6	27 0	34 0	..	..	5th "	17 6	19 0	20 6	22 0	..	..
6th "	21 6	26 3	32 3	50 0	..	..	6th "	19 0	20 6	22 0	28 9	..	..
7th "	24 0	30 0	37 6	..	..	..	7th "	20 6	22 0	24 3	..	..	..
8th "	29 0	35 9	51 9	..	..	..	8th "	22 0	24 3	30 6	..	..	..
9th "	34 0	41 3	..	..	..	..	9th "	23 6	26 0	..	..	..	..
10th "	39 6	53 9	..	..	..	..	10th "	25 6	31 3	..	..	..	..
11th "	45 3	..	..	..	..	..	11th "	28 3	..	..	..	..	..
12th "	51 0	..	..	..	..	..	12th "	29 6	..	..	..	..	..
7th year	56 6	..	..	..	..	..	7th year	30 9	..	..	..	..	..

PROPORTION (in any factory).

Apprentices.

One apprentice to every three or fraction of three workers of the same sex receiving not less than the minimum wage.
An indenture of apprenticeship has been prescribed.

Improvers.

Two improvers to each worker of the same sex receiving not less than the minimum wage.
Provided that the total number of apprentices and improvers in any factory shall not exceed two to each employee receiving the minimum wage.

No. 134.—8425.

OTHER EMPLOYEES.

WAGES PER WEEK OF 44 HOURS.

Woollen and Worsted Sections.

ADULT MALES.

	s.	d.
Assistant foreman or overlooker, when or where employed	83	6
Wool Sorting and Scouring Departments—		
Wool sorters—		
First year's experience	71	0
Second year's experience	81	0
Thereafter	87	0
Wool scourer or carbonizer (other than foreman) responsible for the mixing of liquor and the working of the bowls	74	0
All other machine operators or attendants	69	0
Dye House—		
Leading hand employed on dye machines or vats	74	0
All other machine operators or attendants	69	0
Wiley House—		
Leading hand in wiley operations where more than four hands engaged	76	0
Leading hand in wiley operations where three or four hands are engaged	73	6
All other machine operators or attendants	69	0
Carding Department—		
Head fettler (leading hand in carding room)	75	0
Card fettlers	71	0
All other machine operators or attendants	69	0
Spinning Department—		
Man in charge of one pair of spinning mules	70	0
All other machine operators or attendants	69	0
Combing Department—		
Jobber in charge or comb mechanic in charge	81	0
Jobber or comb mechanic	71	0
All other machine operators or attendants	69	0
Pinsetter—		
First year's experience	71	0
Second year's experience	76	0
Thereafter	86	0
Roller coverer—		
First year's experience	70	0
Second year's experience	74	0
Thereafter	82	0
Gill Box, Reducing, Intermediate, Roving and Spinning Departments—		
All machine operators or attendants	69	0
Winding, Warming, and Twisting Department—		
Warpers	71	0
Sizing machine hand	70	0
All other machine operators or attendants	69	0
Weaving Department—		
Twister-in	70	0
Warp drawers-in	70	0
Warp tiers	69	0
Box loom tuners—		
First year's experience	72	0
Second year's experience	78	0
Thereafter	86	0
Plain loom tuners—		
First year's experience	70	0
Second year's experience	76	0
Thereafter	81	0
Card or chain makers	71	0
Yarn storeman, i.e., man employed in the yarn store of any mill engaged in handling or receiving or distributing yarn other than man employed wheeling yarn from one store to another	69	0
Weavers	72	0
Perchers	69	0
Finishing Department—		
Man in charge of milling, scouring, or washing machines (where milling and scouring foreman is not employed)	73	6
Sulphur house workers (for time employed as such)	76	0
Man examining finished cloth	74	0
All other machine operators or attendants	69	0
Warehouse—		
Leading hand in warehouse, where warehouse foreman is not employed	73	6
All other adult males	66	0

ADULT FEMALES.

Combing Department—		
All machine operators or attendants	37	3
Gill Box, Reducing, Intermediate, Roving and Spinning Departments—		
All machine operators or attendants	37	3
Winding, Warming, and Twisting Department—		
Warpers	39	3
All machine operators or attendants	37	3
Weaving Department—		
Weavers	40	3
Mending and Darning Department—		
First six months' experience	37	3
Thereafter	43	3
Examiners or passers of pieces after mending	40	3
Other examiners and passers	38	3
Whipping machinists	37	3
Other adult females	34	3

OTHER EMPLOYEES—continued.
WAGES PER WEEK OF 44 HOURS.

Cotton Section.									
ADULT MALES.									
									s. d.
Assistant foreman or overlooker when or where employed .. .. .	..	..	..	..	..	..	..	..	83 6
Dye House and Bleach Craft—									
Leading hand employed on dye or bleaching machines or vats ..	..	..	..	..	..	..	..	..	74 0
All other machine operators or attendants .. .. .	..	..	..	..	..	..	..	..	69 0
Waste Department—									
Leading hand in Waste Department where more than four hands engaged	..	..	..	..	..	..	..	..	76 0
Leading hand in Waste Department where three or four hands are engaged	..	..	..	..	..	..	..	..	73 6
All other machine operators or attendants .. .. .	..	..	..	..	..	..	..	..	69 0
Blowing Room—									
Blow room major .. .. .	..	..	..	..	..	..	..	..	76 0
Scutching machine hand .. .. .	..	..	..	..	..	..	..	..	71 0
All other machine operators or attendants .. .. .	..	..	..	..	..	..	..	..	69 0
Carding Department—									
Head stripper and grinder (leading hand in carding room)	..	..	..	..	..	..	..	..	75 0
Stripper and grinder .. .. .	..	..	..	..	..	..	..	..	71 0
All other machine operators or attendants .. .. .	..	..	..	..	..	..	..	..	69 0
Combing Department—									
Jobber in charge or comb mechanic in charge .. .. .	..	..	..	..	..	..	..	..	73 6
Jobber or comb mechanic .. .. .	..	..	..	..	..	..	..	..	71 0
All other machine operators or attendants .. .. .	..	..	..	..	..	..	..	..	69 0
Pin Setting Department—									
Pin setter—									
First year's experience .. .. .	..	..	..	..	..	..	..	..	71 0
Second year's experience .. .. .	..	..	..	..	..	..	..	..	76 0
Thereafter .. .. .	..	..	..	..	..	..	..	..	86 0
Roller coverer—									
First year's experience .. .. .	..	..	..	..	..	..	..	..	70 0
Second year's experience .. .. .	..	..	..	..	..	..	..	..	74 0
Thereafter .. .. .	..	..	..	..	..	..	..	..	82 0
Drawing, Slubbing, Intermediate, Roving and Spinning Departments—									
All machine operators or attendants .. .. .	..	..	..	..	..	..	..	..	69 0
Mule Spinning Department—									
Man in charge of one pair of spinning mules .. .. .	..	..	..	..	..	..	..	..	70 6
All other machine operators or attendants .. .. .	..	..	..	..	..	..	..	..	69 0
Twisting, Winding, Reeling and Warping Departments—									
Warpers .. .. .	..	..	..	..	..	..	..	..	71 0
Slasher sizer hand .. .. .	..	..	..	..	..	..	..	..	70 0
All other machine operators or attendants .. .. .	..	..	..	..	..	..	..	..	69 0
Weaving Department—									
Twisters-in .. .. .	..	..	..	..	..	..	..	..	70 0
Warp drawers-in .. .. .	..	..	..	..	..	..	..	..	70 0
Warp tiers .. .. .	..	..	..	..	..	..	..	..	69 0
Box loom tuners—									
First year's experience .. .. .	..	..	..	..	..	..	..	..	72 0
Second year's experience .. .. .	..	..	..	..	..	..	..	..	78 0
Thereafter .. .. .	..	..	..	..	..	..	..	..	86 0
Plain loom tuners—									
First year's experience .. .. .	..	..	..	..	..	..	..	..	70 0
Second year's experience .. .. .	..	..	..	..	..	..	..	..	76 0
Thereafter .. .. .	..	..	..	..	..	..	..	..	81 0
Card or chain makers .. .. .	..	..	..	..	..	..	..	..	71 0
Yarn storeman, i.e., man employed in the yarn store of any mill engaged in handling or receiving or distributing yarn other than man employed wheeling yarn from one store to another	..	..	..	..	..	..	..	..	69 0
Weavers .. .. .	..	..	..	..	..	..	..	..	72 0
Perchers .. .. .	..	..	..	..	..	..	..	..	69 0
Finishing Department—									
Man in charge of finishing machines .. .. .	..	..	..	..	..	..	..	..	73 6
Man examining finished cloth .. .. .	..	..	..	..	..	..	..	..	74 0
All other machine operators or attendants .. .. .	..	..	..	..	..	..	..	..	69 0
Warehouse—									
Leading hand in warehouse where warehouse foreman is not employed ..	..	..	..	..	..	..	..	..	73 6
All other adult males .. .. .	..	..	..	..	..	..	..	..	66 0
ADULT FEMALES.									
Combing, Drawing, Slubbing, Intermediate, Roving and Spinning Departments—									
All machine operators or attendants .. .. .	..	..	..	..	..	..	..	..	37 3
Twisting, Winding, Reeling and Warping Departments—									
Warpers .. .. .	..	..	..	..	..	..	..	..	39 3
All machine operators or attendants .. .. .	..	..	..	..	..	..	..	..	37 3
Weaving Department—									
Weavers .. .. .	..	..	..	..	..	..	..	..	40 3
Mending and Darning Departments—									
Menders and darners—									
First six months' experience .. .. .	..	..	..	..	..	..	..	..	36 3
Thereafter .. .. .	..	..	..	..	..	..	..	..	39 3
Examiners or passers of pieces after mending .. .. .	..	..	..	..	..	..	..	..	40 3
Other examiners and passers .. .. .	..	..	..	..	..	..	..	..	38 3
All other adult females .. .. .	..	..	..	..	..	..	..	..	34 3

(3) DEFINITIONS.—(a) Leading hand means an employee in charge of any operation where no foreman or assistant foreman is employed, or an employee who is empowered by the management to discharge such duties as would devolve upon such foreman or assistant, if employed.

(b) Machine operator or attendant means an employee who in the course of his duty is called upon to operate a machine, and does not include an employee whose sole duty is carrying material to and from a machine.

(c) Continuous process means either the working of three shifts per day from Mondays to Saturdays inclusive, or the working of three shifts per day from Mondays to Sundays inclusive.

(4) ADULT LEARNERS.—Where a person 21 years of age or over, who has not had previous experience in the industry, is employed to learn weaving, he or she shall be paid two-thirds of the minimum wage until taking over a loom.

(5) SHIFTS.—(a) A "day shift" shall be a shift worked between the hours of 7 a.m. and 7 p.m. on Monday to Friday inclusive, and between the hours of 7 a.m. and 12 noon on Saturday.

(b) A "night shift" shall be a shift worked between the hours of 7 p.m. and 7 a.m. Monday to Saturday inclusive.

(c) Workers employed on night shift shall be paid 5s. per week in addition to the rate fixed for the day shift unless engaged in a continuous process. If employees in a continuous process work three alternating shifts they shall be paid 5 per cent. extra, if alternating afternoon and night shift 7½ per cent. extra.

(d) Workers employed on a shift extending after 7 p.m., shall be paid at night shift rates for the time worked after 7 p.m., provided that workers employed on a shift commencing after 5 p.m., shall be paid at night shift rates throughout, and provided further that by mutual arrangement between an employer and his employees, and for the purpose of providing extra employment, a short shift may be worked with the consent of the Chairman of the Wages Board without payment of night shift rates.

(e) By mutual arrangement between the employer and his employees the hours of duty prescribed herein for workers on night shift may be worked in four shifts without payment for overtime.

(f) The employment of females before 7 a.m. or of males under 18 years of age on night shift is prohibited.

(g) As far as practicable employees shall work shifts in rotation.

(8) OVERTIME.—(a) For work done by an employee before the usual starting time or after the usual finishing time of his shift or after an employee has completed the ordinary daily hours of work overtime shall be paid at the rate of time and a half for the first four hours on any one day and double time thereafter.

(b) The usual starting or finishing time in any factory or part thereof shall not be altered except on seven days' notice to the employees, and such starting and finishing times shall be posted on the notice board. (See clause 9.)

(c) Employees called upon to work overtime for more than one hour and not notified the day before shall be paid 1s. 6d. tea money. If the notice is given and overtime not worked (except as a result of a breakdown of machinery or plant) the tea money prescribed herein shall be paid.

(7) TERMS OF EMPLOYMENT.—(a) Employment shall be on an hourly basis, except notice equivalent to 44 working hours shall be given on either side to terminate employment; such notice may be given at any time. This shall not affect the right of the employer to dismiss any employee without notice for malingering, inefficiency, neglect of duty, or misconduct (in which case wages shall be paid up to time of dismissal only), or to deduct payment for any day the employee cannot be usefully employed because of any strike, or through any breakdown of machinery, or any stoppage of work, or any cause for which the employer cannot be reasonably held responsible.

(b) In lieu of such 44 working hours' notice, except under circumstances referred to above, the employer may pay 44 hours' wages; and vice versa the employee leaving his or her employment without notice shall forfeit 44 hours' wages, which may be deducted from any wages due.

(c) Provided that any notice determining the employment solely for the purpose of evading payment for prescribed holidays, and not to determine finally the engagement, shall not deprive the employees of payment for any prescribed holidays occurring or observed between such notice to terminate and the re-engagement, if any.

(8) MEAL HOURS.—(a) A meal interval of not less than 45 minutes and not more than one hour shall be allowed each day, provided that by mutual arrangement between the employees and the employer a shorter meal time may be fixed, in which case it shall not be less than 30 minutes.

(b) Time and a half rates shall be paid to any employee required to work during his meal hour. No employee shall be compelled to work for more than five hours without a break for a meal. Provided, however, that where three shifts are worked in a continuous process and it is mutually arranged, there shall be no break for meals, but employees may take their meals in the employer's time as opportunity offers.

(c) an employee engaged in the maintenance of plant shall, when breakdowns occur, work meal hours at the ordinary rates herein prescribed whenever instructed so to do.

(d) Meal intervals having been fixed shall not be altered except on seven days' notice posted in the factory.

(9) NOTICE BOARD.—The employer shall permit a notice board to be erected in his establishment for the purpose of posting any notices thereon in connexion with meetings or other business the employees may require, such notice board to be in a prominent position. All such notices shall be submitted to and approved by the employer before being posted.

(10) TOOLS OF TRADE.—All materials and appliances required for the cleaning of machinery shall be supplied by the employer free of charge.

(11) LIMITATIONS.—(a) Any female employed on woollen or worsted carding machines, back washing machines, or self-acting spinning mules shall be paid the rate fixed for an adult male.

(b) To each pair of mules in the spinning department one adult shall be employed as in charge thereof.

(12) PAYMENT OF WAGES.—(a) Wages shall be paid weekly, not later than Friday, except by mutual agreement between employer and his employees.

(b) Any employee kept waiting for his or her wages on pay day for more than ten minutes after the usual time for ceasing work shall be paid at overtime rates for the time so kept waiting.

(c) Where the services of an employee are dispensed with all wages due shall be paid to him on dismissal or forwarded to him by post on the day following.

(d) Not more than two days' pay of each employee shall be kept in hand by an employer.

(13) TIME AND WAGES BOOK.—Each employer shall keep a time and wages book or record showing the name of each employee and his or her occupation, the hours worked each day or each week, and the wages or allowance paid each week.

The time occupied by an employee in filling in any time books or in the making of records shall be treated as time of duty, but this does not apply to clocking in or out at the beginning or end of duty.

(14) SUNDAYS AND HOLIDAYS.—(a) All work done on Sundays (other than work done by employees on continuous shift work) and on the following holidays shall be paid for at the rate of ordinary time in addition to the ordinary rate:—

New Year's Day, Australia Day, Good Friday, Easter Monday, Anzac Day, King's Birthday, Eight Hours Day, Christmas Day, and Boxing Day.

Provided that Melbourne Cup Day shall be observed as a holiday in the Metropolitan District instead of King's Birthday.

(b) If any other day be by Act of Parliament or proclamation substituted for any of the above-mentioned holidays, the special rate shall only be payable for work done on the day so substituted. All employees on time work off duty on any of the above-mentioned holidays, other than Sunday, shall be paid for such days at the ordinary rates. The piece-workers shall be paid for such days at the ordinary rates payable to employees on time work doing the same class of work.

(c) Where an employee is absent from his or her employment on the working day before or the working day after a holiday without reasonable excuse or without the consent of the employer, the employee shall not be entitled to payment for such holiday.

(15) EMPLOYEES' REPRESENTATIVE.—(a) A person authorized by the employees shall not be prevented by an employer from visiting and conversing with the employees at meal time or before or after the hours of work.

(b) If any person so authorized makes himself objectionable during any such visit, whether to the employer or any manager or any foreman or any employee, his right to visit shall be determined by the employer affected and another person substituted in his place by the employees.

(16) PIECE-WORK.—(a) Any employer may fix piece-work rates for any process, provided such rates enable adult employees of average capacity to earn at least the minimum weekly rate prescribed for their respective classes, with the addition of 15 per cent.

(b) Piece-work rates now paid may be re-adjusted by employers to meet new circumstances created by this Determination before the expiry of six months from the date on which this Determination comes into force, but thereafter such rates shall not be altered except by mutual agreement between the employer and piece-workers concerned.

(c) Where an employee has worked part of the week on piece-work he or she shall be entitled to his or her earnings in full for the actual time worked on piece-work if the earnings are higher than the minimum rate for such time.

(d) Adults and juniors doing the same operations shall be paid the same piece-work rates.

(e) As far as practicable, different grades of work shall be equitably divided between piece-workers.

(f) A piece-worker who also instructs learners shall receive 10s. per week in addition to piece-work earnings for the first week, 7s. 6d. for the second week, and 5s. for the third week, but at the end of the third week shall not be called upon to continue instructing a learner unless paid 5s. per week in addition to the piece-work earnings.

(g) Piece-workers called upon to perform work before the usual starting time or after the usual finishing time shall be paid 6d. per hour extra on the normal piece-work rate.

(h) Weavers on commencing a warp, shall be provided with a ticket, on which shall be entered the particulars of the work, i.e.:—

Class of work.
Number of picks per inch.
Length of cut.
Speed of loom.
Price per cut.

W. W. HARRIS, Chairman.

W. L. HARRINGTON, Secretary.

Melbourne, 24th July, 1934.

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No. 135]

TUESDAY, AUGUST 14.

[1934

Factories and Shops Act 1928 (No. 3677).

DETERMINATION OF THE UMBRELLA BOARD.

NOTE.—This Determination on the 14th August, 1934, applied to the following parts of Victoria, namely:—The Metropolitan District as defined in the *Factories and Shops Act 1928* (No. 3677) and the Order in Council thereunder, and such portions of the City of Sandringham as are not included in the said District; the cities of Ballarat, Bendigo, Geelong, Geelong West, and Warrnambool; the town of Newtown and Chilwell; and the boroughs of Eaglehawk and Sebastopol.

IN accordance with the provisions of the *Factories and Shops Act 1928* (No. 3677), the Wages Board appointed "to determine the lowest prices or rates which may be paid to any persons employed in the trade of a maker of umbrellas" has made the following Determination, namely:—

(1) That on the 14th August, 1934, the last previous Determination of this Board shall be revoked and replaced by this Determination.

(2)

APPRENTICES OR IMPROVERS.

(a) WAGES.

Experience.	Males.	Females.	Female Improvers commencing at the trade between the ages of 18 and 21 years.
	Weekly Wages.	Weekly Wages.	Weekly Wages.
	£ s. d.	£ s. d.	£ s. d.
1st six months	0 10 6	0 7 6	1 0 0
2nd	0 13 6	0 10 0	1 5 6
3rd	0 16 0	0 12 6	1 10 6
4th	0 19 0	0 15 6	1 15 6
5th	1 1 6	1 0 0	..
6th	1 7 0	1 5 6	..
7th	1 15 0	1 10 6	..
8th	2 3 0	1 15 6	..

And thereafter the minimum weekly wage or piecework price.

(b) PROPORTION (IN ANY FACTORY OR PLACE).

APPRENTICES OR IMPROVERS.

Males.

One apprentice or improver to every two or fraction of two journeymen.

Females.

Three female apprentices or improvers to every journeywoman.

All apprentices shall be indentured in accordance with the prescribed form of indenture, provided that a minor may serve an employer as a probationer for a period not exceeding three months. During the said three months he or she shall be paid at least the minimum rates prescribed by this Determination for the first six months of apprenticeship. If the probationer becomes indentured, his or her indentures shall be taken to have commenced from the commencement of the period of probation.

In the event of the employer to whom an apprentice is bound ceasing to carry on business, such apprentice may be bound to another employer for the remainder of the term to be served; provided that if such apprentice be over the age of eighteen years at the time of the original employer ceasing to carry on business, such person may complete the time to be served as an improver.

Notwithstanding anything contained in this Determination, any person who on 3rd March, 1933, was employed in the industry and whose engagement or continued employment as an improver is by this Determination forbidden, shall be entitled to be employed and shall be paid the scale of wages prescribed for an apprentice or improver of like experience.

(3) OTHER PERSONS (EXCEPT APPRENTICES AND IMPROVERS).

	Weekly Wages.	
	Males.	Females.
	£ s. d.	£ s. d.
Cutters	4 4 0	4 4 0
Frame makers or repairers	3 16 0	3 16 0
Finishers	3 14 0	3 14 0
Machinists, pressers, or tippers .. .. .	.. .. .	2 3 0
Persons not provided for otherwise	3 8 0	1 18 0

(4) DEFINITIONS.

- A journeyman is a male person other than an apprentice or improver.
- A journeywoman is a female person other than an apprentice or improver.
- (i) Who has served the term of experience prescribed by this Determination; or
- (ii) Who has attained the age of 21 years; or
- (iii) Who is in receipt of at least the minimum weekly wage prescribed for the class of work on which such person is engaged, whether on weekly wages or piece-work.

(5) HOURS OF EMPLOYMENT.

Forty-four hours shall constitute a week's work within the following hours:—Time of beginning, 8 a.m.; time of ending, 6 p.m.—on five days of the week. Time of beginning, 8 a.m.; time of ending, 1 p.m.—on the other day of the week on which the half-holiday is usually observed. Provided further that if the majority of the employees desire to start at 7.30 a.m., the work may begin at 7.30 a.m.

(6) OVERTIME.

(a) Any employee who, in any day, has performed any work outside the working hours ordinarily observed in the factory in which he or she is employed, shall be paid overtime as follows:—

(1) Weekly workers shall be paid at the rate of time and one-half, and shall also be paid 1s. 6d. meal money when such overtime exceeds 40 minutes on week-days or three hours on the day of the week on which the half-holiday is usually observed.

(2) Piece-workers shall be paid (in addition to the ordinary piece-work prices for work done in the excess time) such sum per hour as is equivalent to the weekly wage divided by 88, and shall also be paid 1s. 6d. meal money when such overtime exceeds 40 minutes on week days or three hours on the day of the week on which the half-holiday is usually observed.

(b) No employee shall be employed overtime outside the hours fixed, except with his or her consent.

(c) No employee shall be dismissed, or in any way whatsoever be prejudiced in his or her employment, by reason of his or her refusal to work overtime outside the hours fixed.

(d) No employee under the age of sixteen years shall be employed overtime.

(7) MIDDAY MEAL.

(a) An interval of not less than three-quarters of an hour shall be allowed for the midday meal unless a majority of the employees in any place desires it to be otherwise. In no circumstances shall less than 30 minutes be fixed.

(b) No work shall be performed during such meal time.

(8) TASK SYSTEM.

No employer shall make a bonus or merit payment which fluctuates from period to period according to the amount of work performed by the employee concerned, and which is based upon a secret or task rate for measuring the output of such employee. No increase in wages granted to any employee, after the date of operation of this Determination, above the rates herein prescribed shall be deemed to be in contravention of this clause if the same be paid for a period of three months, or for the term of employment, whichever period is the shorter; provided, however, that such increased wages may, at the discretion of the employer, be adjusted according to the wages rates prescribed from time to time by this Determination.

In all factories where a minimum task is set for a minimum wage the following shall be observed:—

(a) Until after the termination of six months from the coming into operation of this Determination the minimum task in operation in any factory on the date on which this Determination becomes operative shall be the minimum task for the minimum wage after the date of operation of this Determination, and shall not during the said period of six months be increased or decreased because of any increase or decrease in wages, and shall not during the said period of six months be increased unless an altered or improved method of working is introduced.

(b) The task rate in respect of all garments or parts of garments or other articles or parts of articles shall be determined in the manner following:—

(i) Where there are fewer than twenty employees involved in the work to be performed, the employer or his representative, in conference with one employee chosen by and from such employees, shall fix the rates.

(ii) Where there are twenty or more employees involved in the work to be performed, the employer or his representative, in conference with two employees so chosen, shall fix the rates.

(c) The task rates shall be fixed so as to enable the average worker to earn the minimum wage prescribed by this Determination for the class of work to be performed; and any number of garments or parts of garments or other articles or parts of articles made in excess of the minimum weekly task fixed by the task rates for the minimum weekly wage shall be paid for at *pro rata* plus 10 per cent.

(d) When any employee is employed for less than a week on the task rates, then the task of the said employee shall be fixed at per day at the weekly rate provided for.

(e) Any excess number of garments or parts of garments or other articles or parts of articles made in any day by the employee shall be subject to the same *pro rata* payment as would apply if the employee were engaged for the whole week.

(f) A copy of all task rate schedules shall, within twenty-four hours of their being fixed, be displayed by the employer in a conspicuous place in each room of the factory where such tasks are being performed.

(g) A combination or team shall mean two or more persons working together on the same class of work, employed on weekly wages where a task has been imposed. Where employees work in a combination or team, the additional amount of wages shall be distributed amongst the employees on a percentage basis, according to the amount of their ordinary weekly wages.

(9) HOLIDAYS.

(a) All weekly wage employees, whether in a city or elsewhere, shall be granted the following holidays without deduction of pay:—The days observed as New Year's Day, Australia Day, Good Friday, Easter Monday, Eight Hours Day, Anzac Day, King's Birthday, Christmas Day, and Boxing Day.

(b) All employees working on piece-work or task-work shall be granted the same holidays as are granted to weekly wage workers, and, subject as hereinafter provided, they shall be paid for such holidays the amount for each holiday based on the minimum weekly wage prescribed by this Determination for the class of work performed.

(c) If any of the above holidays occurs on a Sunday or Saturday and is not observed on any other day, then employees shall not be paid for such Sunday, and shall be paid for such Saturday as for a half day, but not otherwise.

(d) All other weekly employees, whether in a city or elsewhere, shall be paid for the above holidays an amount for each holiday based on the actual weekly wage paid to them by the employer.

(e) Any employee absenting himself or herself from work on any portion of the working day preceding or any portion of the working day succeeding a holiday provided for herein, other than Boxing Day and New Year's Day, without permission from the employer or without having reasonable cause for having absented himself or herself from work, shall not be entitled to payment for such holiday.

(f) Any weekly employee who is employed on a Sunday or any holiday prescribed herein shall be paid for that day at the rate of time and a half in addition to his or her weekly wage.

(g) Any piece-worker employed on a Sunday or any holiday prescribed by this Determination shall be paid, in addition to the prescribed piece-work prices, at the rate of time and a half calculated on the minimum wage prescribed for the class of work performed.

(10)

TERMS OF ENGAGEMENT.

(a) The week shall terminate on a day other than Monday or Saturday, and all employees shall be paid all moneys due to them in full during the ordinary working hours not later than two working days following the termination of the week. In order to terminate employment of a weekly employee, two days' notice shall be given on any day, with payment to date of termination, or in lieu thereof two days' pay shall be paid or deducted. When employment is terminated by an employer, the employer shall, upon the date of such termination, pay to the employee (weekly employee or piece-worker) all moneys due to him or her, and, when employment is terminated by an employee in accordance with the terms of this Determination, the employer shall pay to the employee (weekly employee or piece-worker) all moneys due to him or her.

(b) All weekly wages shall be paid to the employees in full, with the following exceptions:—

(1) *Turns to be Observed.*—In slack times the employer shall observe turns of employment for weekly workers and piece-workers (including outside workers) not engaged on making samples in the respective class or classes of work at which they are engaged, provided always that journeymen and journeywomen having apprentices under their control shall be allowed in their turn extra work equivalent to the wages of the apprentice during the time the turn system is in operation. The employer shall keep in the workroom a true record of every turn, which shall be open to the inspection of the employees.

(2) *Standing Off Employees in Turn.*—Should any employer during slackness of trade desire to stand off his employees in turn, then the employer on any day during any week shall inform every person whom it is proposed to stand off of any day or days in the following week (other than a Saturday or holiday) upon which his or her services will not be required; but an employee shall not, except under the conditions provided in sub-clause (3) of this clause, be stood off for part of a day without being paid for a whole day.

(3) *Employees Working Shortened Hours.*—If it is desired to work a week of shorter hours in slack times, instead of standing the employees off in turn, the employer may make an arrangement to work his employees for shortened hours, but such arrangement shall be made only where, on the vote of the employees being taken, a majority of the whole of the employees votes in favour of such arrangement.

Where such an arrangement is made, the employees shall be informed on the day ending each week of the shortened hours to be worked in the following week.

Where an arrangement is made in compliance with this provision the employer shall pay each employee for the actual hours worked on each day on the basis of his or her weekly wage.

(4) *Vacation Periods.*—Nothing contained in this sub-clause shall apply in the case of the usual vacation period at Christmas or Easter.

(c) *Classes of Employees.*—For the purpose of this clause (but subject to the provisions of sub-clause (b) hereof), in operating the turn system the various classes of employees shall be taken separately, and "classes of employees" shall mean each class of employee in respect of which a classification of work has been provided under this Determination, but in all cases, male improvers and journeymen, or female improvers and journeywomen doing the same class of work, shall be deemed to be one class of employee.

(d) *Stoppage of Work re Breakdown of Machinery.*—In the event of the work of a factory being stopped by a breakdown of machinery or a stoppage of supply of power, or for any cause for which the employer cannot reasonably be held responsible, all weekly hands who present themselves for work shall be found work for that day, or paid one day's wages in lieu thereof, but when such breakdown or stoppage occurs the employer may give notice to an employee that his or her services will not be required on the following day or days, and the employee shall not be entitled to any further payment in respect of any further days that he or she is out of employment by reason of such break-down or stoppage.

(e) *Terminating Employment in Relation to a Holiday.*—Where the employer terminates the employment of an employee within one week of a day on which a holiday occurs, the employee shall be paid for such holiday or holidays prescribed by the Determination, provided that such employee has been employed by the employer for a period of at least one week prior to the termination of employment.

(f) *Employees Absenting Themselves.*—No employee shall, without just cause, be absent from his or her place of employment during the prescribed hours whilst there is work ready to be done by such employee, and, where weekly wages are fixed, the employee, to be entitled to the sums so fixed, must be available and ready and willing to do the work on the days and during the hours fixed by this Determination.

(11)

OUTSIDE WORKERS.

(a) No person who is or is deemed to be the occupier of a factory within the meaning of section twenty-three of the *Factories and Shops Act 1928* (No. 3877) shall issue or give out or authorize or permit to be issued or given out any material whatsoever for the purpose of being wholly or partly prepared or manufactured outside a factory as articles of clothing or wearing apparel for trade or sale, except to a person who has been registered with the Chief Inspector of Factories as an outside worker. Provided that no such outside worker shall employ any other person or persons whatsoever in wholly or partly preparing or manufacturing such articles of clothing or wearing apparel save and except members of such worker's own family.

(b) In factories where a task rate is fixed in respect of the same class of work as that given to outside workers, then, in every such case, the rate so fixed shall be the piecework price to be paid to such outside workers. In factories where no such task rate is fixed for the class of work performed by outside workers, then such outside workers shall be paid such a piecework price as will enable an outside worker to earn at least 1s. 5d. per hour in the case of a female and 2s. 1d. per hour in the case of a male.

(c) Every outside worker shall be provided, free of charge, with cotton, silk thread and all other sewings and trimmings used in the manufacture of garments.

(d) In the case of an employer delivering or collecting the work of such outside worker, the same shall be done without charge to such outside worker.

(e) Every employer who has work done elsewhere than in his factory shall keep a record book, which shall contain a correct account written in ink as follows:—

(i) The name and full address of the outside worker.

(ii) The number of articles and description of work given out.

(iii) The price paid for such work.

(iv) The record book shall be signed each week by each outside worker, verifying the accuracy of the amount of wages received.

(f) The record book mentioned in the preceding sub-clause shall be open for inspection at any time by any authorized officer of the Department of Labour.

(12)

MISCELLANEOUS PROVISIONS.

(a) *Record of Time Worked and Wages Paid.*—(1) The employer shall provide in each factory, or place where there are fewer than 30 employees, and where work is carried on for him, a time and wages book. Such time and wages book:—

(a) shall be in the English language and shall contain a correct account of the hours worked each day, and the wages received each week, by each employee;

(b) shall be kept correctly entered up in ink; and

(c) shall record clearly the actual date of each day, of each week, and also the date of the day on which the week ends.

(2) The employer shall provide in each factory or place where there are not fewer than 30 employees, and where work is carried on for him, a time-book, or sheet, or record. Such time-book, or sheet, or record shall be in the English language and shall contain a correct account of the hours worked each day and the wages received each week by each employee. Such time-book, or sheet, or record shall be kept correctly and entered up in ink.

(b) *Chairs to have Backs.*—(1) Where it is necessary for employees to sit at their work, seats shall be provided for the employees by the employer. Such seats shall be reasonably comfortable seats.

(2) A seat provided for any female employee shall have a back to it, unless the work of such employee cannot be conveniently done in such a seat, or unless the employee requests to be allowed to use a seat without a back to it.

(c) *Collecting Logs.*—Where piece-work is in operation, the employer shall make arrangements for collecting the logs, and the employees need not leave their places.

(d) *Rest Period.*—When any spell of duty is for more than four hours, an interval of ten minutes, to be selected by the employer, shall be allowed in the third hour to females and apprentices for refreshment. The interval shall be as part of the time of duty, without deduction of time-work pay. During such rest period, the employees may leave their seats, but not the premises.

(13)

PIECE-WORK.

(a) Subject to the conditions hereinafter set out, the employer, in conjunction with his employees, may fix his own piece-work prices, provided such prices enable a journeyman or journeywoman of average capacity working under like conditions to earn at least 10 per centum more than the minimum weekly wage in their respective classes. The same piece-work prices shall be paid to all piece-workers doing the same operation in the factory or workshop whether they be improvers or apprentices on piece-work or otherwise.

(b) All piece-workers who are available and ready and willing to work during the ordinary working hours, shall be paid in each week :—In the case of journeymen and journeywomen who at the piece-work prices so fixed are unable to earn the rate fixed for "Persons not provided for otherwise," not less than such rate; and in the case of apprentices or improvers, not less than the amount prescribed by this Determination for an apprentice or improver of like experience.

(c) The piece-work price in respect of all garments or parts of garments or other articles or parts of articles shall be determined in the following manner :—

(i) Where there are fewer than twenty employees involved in the work to be performed the employer, or his representative in conference with one employee chosen by and from such employees, shall fix the prices.

(ii) Where there are twenty or more employees involved in the work to be performed the employer, or his representative, in conference with two employees so chosen, shall fix the prices.

(d) A copy of all piece-work schedules shall, within 24 hours of their being fixed, be displayed by the employer in a conspicuous place in every room of the factory where such piece-work is being performed.

A. S. HAUSER, P.M., Chairman.

REX L. CECIL, Secretary.

Melbourne, 30th July, 1934.